

ARE GREEN JOBS

— FOR —

EVERYONE?

WHO'S MISSING OUT — AND
WHAT WE NEED TO DO ABOUT IT.



GREEN JOBS
FOUNDATION

**WE CAN'T
BUILD**

**A SUSTAINABLE
FUTURE**

WITHOUT A WORKFORCE

**READY TO
DELIVER IT.**

FOREWORD

The green transition isn't just about cutting greenhouse gas emissions, it's a chance to reshape the economy, create jobs, and ensure no one is left behind. The UK's legally binding net zero targets demand urgent action across energy, construction, transport, and beyond. This brings significant investment and opportunities.

Right now, the gap is clear. Demand for green skills is soaring, yet too many barriers stop people from accessing these new job roles. A lack of clear definitions for green jobs makes it harder to plan for, track, and train talent. We face critical skills shortages in areas like retrofitting and renewable energy. Moreover, many industries still don't see themselves as part of the solution when, in truth, all jobs are becoming greener.

A key blocker is how we talk about green jobs. If people can't see how these roles connect to their lives, they miss the opportunity. We're

committed to communicating in simple terms, so if you see a post from us, there's also a version anyone can understand. Everywhere I go with the Foundation, I meet people with diverse perspectives on green jobs. That diversity isn't a barrier, it's an opportunity to create a shared vision that brings together workers, businesses, social impact organisations and policymakers.

We must also break the myth that green jobs exist only in clean energy or conservation. Often, it's not the skill itself that's "green" but its purpose, think of plumbing, electrical trades, or engineering applied to sustainable outputs like installing rooftop solar or retrofitting homes for energy efficiency. To widen access, we need to redefine what green jobs look like and show people they belong in them.

Our report is a key milestone in a fascinating research journey. We've engaged with industry leaders, educators and

policymakers to map where things work and where urgent change is needed, from proper definitions to current training gaps. The Green Jobs Foundation isn't here just to research, we're here to do. We're evolving into a "do tank" that bridges research and action, enabling businesses and social impact organisations to implement meaningful change.

The solutions exist. The demand is there. The only question left is: Are green jobs for everyone? It's time to ensure the answer is yes.

Alex Hughes
Chair, Green Jobs Foundation

CONTENTS

01: The green jobs opportunity	04	04: Government policy pulse check (March 2025)	14	07: Current green skills pathways	20	10: The role of The Green Jobs Foundation	29
02: What exactly is a green job?	06	05: Breaking point between policy and implementation	15	08: So, what other pathways are trying to fill this gap?	22		
03: Future demand: climate policy landscape	12	06: Points of failure: who's currently missing out and why?	16	09: Eight seeds for radical change	26	Acknowledgements	30
						References	30

If we're going to tackle environmental challenges, whilst maintaining economic stability, we need to build a workforce to deliver it. And whilst demand for green skills is rising – an 8.4% increase in green jobs between 2021 and 2022¹ – many challenges exist on the fault line between education and work readiness, with too many people facing barriers into green employment.

THE GREEN JOBS OPPORTUNITY

On face value, the green jobs opportunity looks like a win-win scenario. Green jobs are central to addressing both climate change, and delivering sustainable economic growth to raise living standards. As we move towards the UK's legally binding net zero by 2050 target, the shift is already underway. Net zero means our total greenhouse gas emissions would be equal to the emissions removed from the atmosphere. Due to the phase out of coal and switch to renewables, UK emissions are now half 1990 levels. But to remain on course, we need to ramp up activity, not just in the energy sector, but across transport, buildings, industry and agriculture.

This means fast progress to rollout solutions – many that we know already exist – electric cars, heat pumps, tree planting, solar and wind turbines². To move from plans on paper to delivery, we have to have a workforce equipped with the skills to deliver all of this and adapt to future change.

Our report provides insight from across the ecosystem of organisations that need to come together to make green jobs a success story for UK plc. We look at the big picture around green jobs language, how it's evolved, how it's helpful (how it's not) and how it can be more relevant to the current workforce transformation we're witnessing.

We look at the overarching policy and government action on green jobs, who's currently missing out and the existing patchwork of pathways into green jobs, highlighting where organisations are trying to fill the gaps.

We set out where we think we need to accelerate change – particularly where we need to recognise the scale of the task and place more value on fundamental parts of the system. From laying out the challenges in adult learning provision to the fundamental role of community organisations in supporting people on a green jobs journey (with the associated benefits, see figure 1), wherever they begin.

Fig. 1 Green job benefits



It might seem a strange starting question from an organisation named the 'Green Jobs Foundation'. But in reality, we need to acknowledge that no one fully agrees what a green job really is. The speed of change in the workplace exacerbates this. And this lack of clarity presents a language barrier that we need to understand and overcome to open up opportunities more widely.

WHAT EXACTLY IS A GREEN JOB?

We've explored views on green jobs language:

It's not perfect, but necessary to focus
<i>"The term 'green job' is still in flux, but we need something to focus the conversation."</i>
<i>"Even if we don't love the term 'green jobs', it gets people's attention. Without it, the conversation would be even more fragmented."</i>
<i>"The term 'green jobs' is useful at a policy level – it aligns with Net Zero strategies and funding priorities."</i>

Participants at Green Jobs Foundation workshop, November 2024

It's confusing, and even detrimental

"People are confused – does a 'green job' mean working in a wind farm, or is it an accountant tracking carbon emissions? The lack of clarity makes it harder to build pathways into these careers."

"Scaffolders, bricklayers, or welders may be doing high carbon-intensive jobs one day, but the next they could be delivering green outputs... It's very difficult to classify because the line between traditional and green is often blurred."

"The skill isn't always green; the purpose is green. It's plumbing or electrical trades applied to green outputs, like installing vertical techs on rooftops. We need to break the assumption that only specialised skills can contribute to the green transition."

- However, it excludes jobs roles that indirectly support green objectives, such as an accountant in a renewable energy firm or construction workers using sustainable materials.

Warwick Institute for Employment Research, Warwick University

"Widely diverse job roles contribute to a sustainable net zero transition."

- A broader, more inclusive definition that includes not only new 'green' industries but also existing industries where traditional roles are 'greening' due to net zero ambitions. They distinguish three types of green-related occupations:

1. New and emerging green occupations – recently developed new roles e.g. renewable energy engineers or carbon accountants
2. Green enhanced skills and knowledge occupations – existing roles that require additional green skills or knowledge e.g. plumbers installing heat pumps
3. Green increased demand occupations – traditional roles experiencing a surge in demand due to green initiatives e.g. electricians installing EV charging stations, smart grids and solar panels, or forestry and land management professionals managing tree planting and carbon sequestration schemes.⁶

Evolving language and definition

Many organisations and academics have tried to define what a green job is. Understanding this journey and the pros and cons of different green jobs lenses is important; it helps to explain why many are confused, caused by the intertwining of language related to differing global definitions of green jobs, labour market and employment statistics.

The United Nations uses the System of Environmental Accounting

"Green jobs are jobs in the Environmental Goods and Services sector."

- This is what people traditionally think of when they think 'green jobs', for example, environmental protection, conserving natural resources. It helps with international comparability and reliable counting³, but underplays the overall green jobs opportunity, as other jobs across the economy start to 'green'.

International Labour Organization

"Green jobs must be decent jobs."

- This definition includes broader activities such as community adaptation to climate change and introduces a quality and equity element alongside environmental goals, in line with the just transition outlined in the Paris Agreement. However, it adds complexity and subjectivity, blurring the definition⁴.

LSE and Grantham Institute

"Green jobs are better defined by the relevant job roles."

- Advocates for a bottom-up approach, looking at whether the job roles themselves are green, i.e. wind turbine technicians, solar panel installers or environmental scientists
- This leads to a higher and more realistic estimate of green jobs – approximately 20% in the UK and Europe⁵.

TOO LONG; DIDN'T READ (TLDR):

What we mean by green jobs is quickly evolving, but the term is still helpful in broad discussion. We need to collectively agree and develop much more inclusive language.

Broader definitions reveal the vast scope of green jobs across the economy – we take a 'shades of green' approach to simplify this and expand opportunities for more people.

SHADES OF GREEN

The preservation of crafts such as carpenters, stonemasons, reupholstering are key to a circular economy that can repair and reuse resources successfully – from buildings to clothing.

High emissions industries will decline, but green jobs will exist even as fossil fuels phase out, e.g. pollution management. Many skills are transferable – e.g. oil rig engineer to wind turbine engineer... but jobs may not be replaced in the same location.

SUNSET ROLES

INCREASED DEMAND ROLES AND TRADITIONAL CRAFTS

Directly green:

Jobs directly contributing to sustainability, climate mitigation or resource efficiency.

Indirectly green:

Jobs that support sustainability but do not primarily involve explicitly green tasks. They enable directly green work by creating policies, financing projects and raising awareness.

Greening of jobs

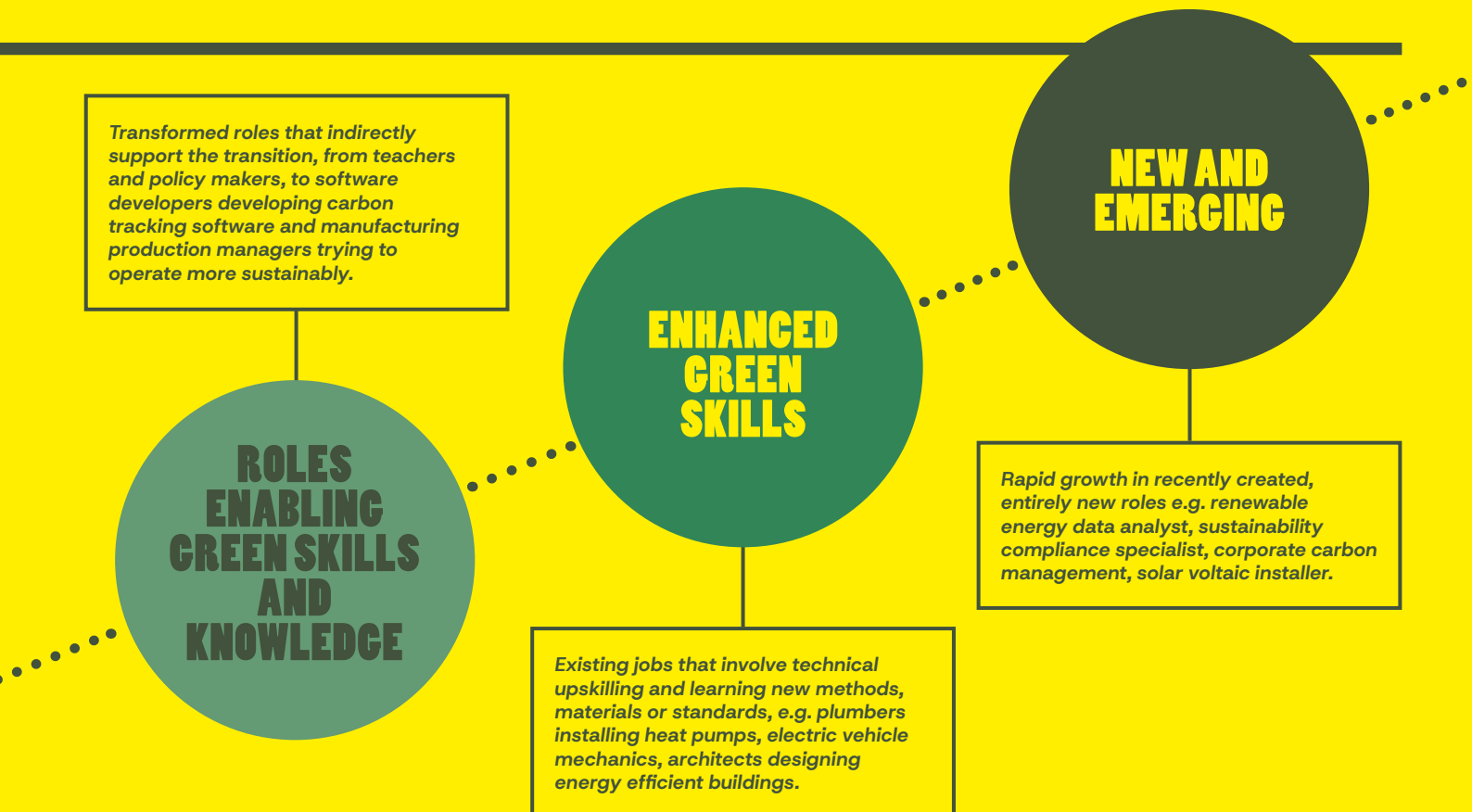
We are at a point of flux. Green jobs can no longer be segmented into a category on their own, but are forming part of a broader skills transformation affecting all roles and all sectors. The incorporation of green skills across sectors and roles is key – existing workers will need urgent help to adapt to maintain job relevance. LinkedIn's Global Green Skills Report⁷ highlights this growing undercurrent of greening across all roles. The gap is growing between demand for green skills and upskilling efforts, with global demand for green talent growing twice as quickly as supply between 2023 and 2024 – LinkedIn profile and job posting data showed demand increased by 11.6% and supply by 5.6%.

The UK was a sobering second behind Portugal in countries with the *biggest gap* in Green Talent Demand vs. Supply Growth from 2023 to 2024.

"It's becoming a little bit like talking about digital careers, as we would have twenty years ago. It's just embedded. And I think the green economy is going to be the same."

Dominic Atkinson, Stay Nimble

In many cases job titles may not change, but the skills required are changing fast. Much of the 'green jobs' discourse fails to adequately address this wider labour market 'greening' dynamic. From procurement teams developing ethical supply chains to data analysts tracking carbon emissions.



WHAT WILL THE NEXT 5 YEARS BRING?

According to LinkedIn, the fastest growing green skill last year was Sustainable Procurement. This means it's even more important to bust myths that green jobs only mean things like working on a wind farm or installing solar PVs.

"The skills needed for jobs globally are expected to change 70% by 2030, driven by rapid advancements in areas such as sustainability and AI. And while we are seeing a growing number of green skills across different industries and roles, a persistent and inequitable skills gap means we risk 1 in 5 green jobs going unfilled by 2030."

Adam Hawkins, LinkedIn

TLDR:

A welder maintaining wind turbines, a marketer navigating greenwashing risks, a window cleaner switching to solar panel maintenance, and a bus driver now operating an on-demand electric bus – all are driven by the growing green economy, but might not be considered 'green' jobs. As the economy changes, having some level of 'green skill' will be key to maintain employability – even though our job titles might not change.

Labels are important. Green jobs have, for some time, been equated to environmental causes rather than a driving force across the economy, but we can see this is starting to change.

"The way we talk about green jobs matters. People might think green jobs are just for engineers or scientists, but they exist in finance, marketing, and operations too."

Dominic Atkinson, Stay Nimble

Moving beyond definitions

Many of those we interviewed expressed a clear wish to move the focus beyond 'green jobs' definitions, into helpful and practical steps, such as:

- Developing career pathways into green roles.
- Identifying upskilling and transition opportunities.
- Clarifying which skills are transferable across traditional and green sectors.

Think community, not just carbon...

Recognising that carbon is the most commonly accepted and widely used metric to drive progress in the sustainable transition, we must also keep a check on green jobs conversations being subjected to 'carbon tunnel vision' (see figure 2) – where only activities that directly relate to greenhouse gas (GHG) emissions are prioritised.

"We're getting more customers asking us about nature – what can they do, should they have a nature target, how does it affect their climate work. It's becoming clearer we're going to need to add skills in that area."

Nadine Bowles-Newark, Energise



CARBON

**TUNNEL
VISION**

For example, the water industry alone is facing a talent drain into other sectors, with over a quarter of engineers citing skills shortages as the most pressing issue.⁸ We need to consider pathways into wider regenerative and enabling sectors, too, like education, and fostering social cohesion. Community groups are a fundamental part of the solution. Charities often fill the gap where education has been unable to deliver climate-appropriate careers advice and opportunities (see pathways, p20–24).

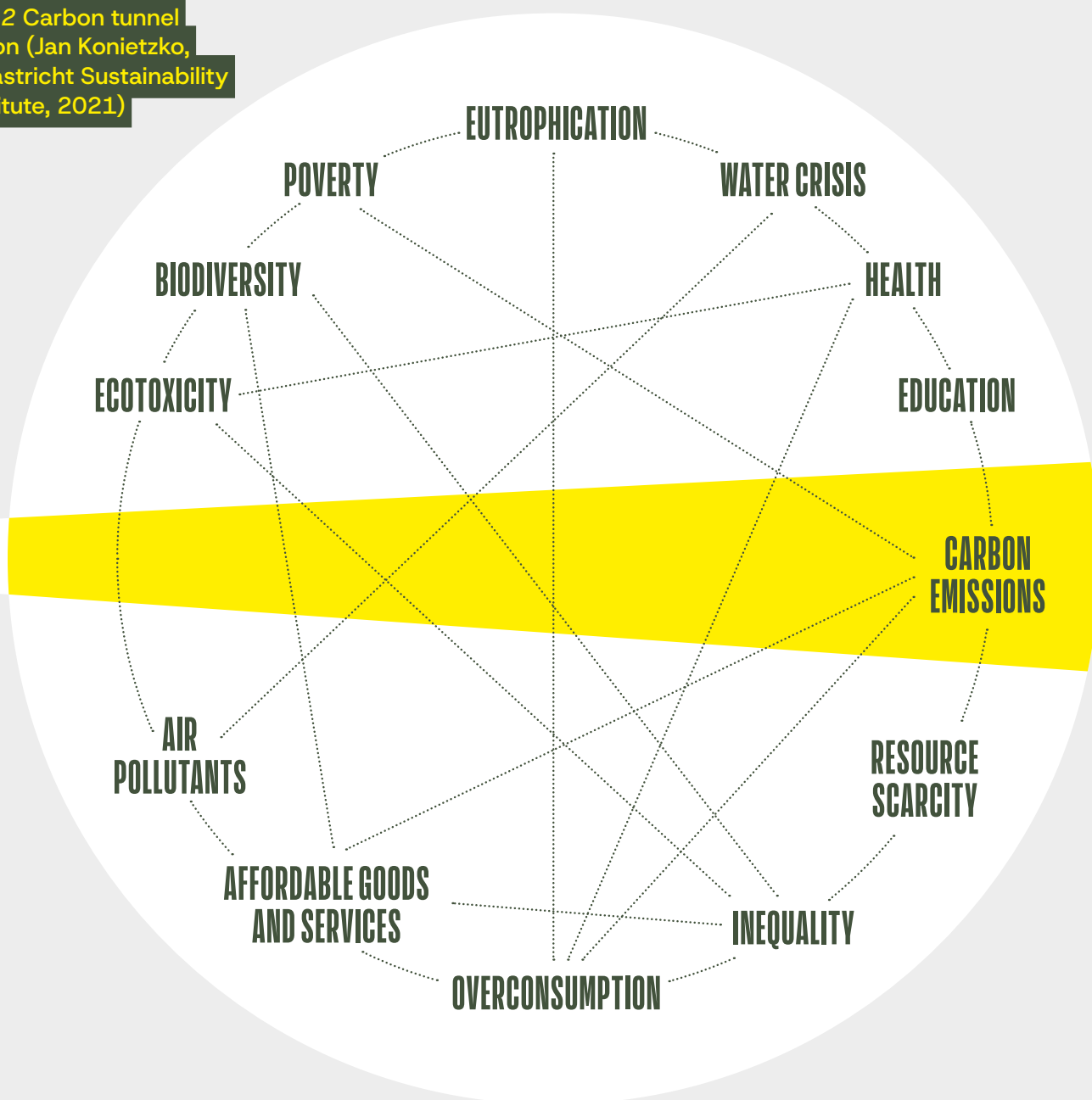
“Carbon is crucial, but the tunnel vision graphic helps show that sustainability is about more than just emissions – social justice, biodiversity, and circular economy matter too.”

Workshop Participant

TLDR:

We don’t disagree that carbon is a key driver – but green jobs are about more than cutting emissions; they’re about social inclusion, restoring nature, communication, education and much more too.

Fig. 2 Carbon tunnel vision (Jan Konietzko, Maastricht Sustainability Institute, 2021)



The UK is in a legally-binding race to decarbonise by 2050. Over the past half decade a strong net zero policy landscape has emerged. Across the UK, devolved nations and major sectors have followed suit.

FUTURE DEMAND: CLIMATE POLICY LANDSCAPE

TLDR:

Policies and standards across the UK and major employment sectors are driving demand for green skills, far beyond the energy sector.

UK-wide

Climate Change Act Update (2019):

strengthened the UK's commitment to net zero by 2050, making emissions reductions legally binding⁹.

Net Zero Growth Plan (2023):

a strategic roadmap to drive economic growth while reducing carbon emissions, fostering green investment and job creation¹⁰.

SBTI Net Zero Standard (2021):

provides a science-based framework for businesses to set credible net zero targets, ensuring accountability in climate commitments¹¹.

Environment Act (2021):

introduced legally binding targets on air quality, water, and biodiversity, reinforcing sustainability in business and policy¹².

Biodiversity net gain (2024):

requires new developments to improve biodiversity levels, ensuring nature-positive urban planning and conservation efforts¹³.

Regional variations

Some regional policy goes further and faster than UK-wide policy.

In Wales, The Future Generations Act

requires public bodies in Wales to work towards sustainable development for future generations. Wales has taken a progressive approach to climate education, with environmental education embedded across the curriculum and a focus on developing ethically informed citizens¹⁴.

Scotland is aiming for net zero emissions by 2045

– five years faster than the UK as a whole and net zero jobs have increased by 20% in Scotland since 2022¹⁵.

In devolved regions in England,

policy is accelerating change. The Greater London Authority, for example, now mandates Whole Life Carbon assessments for all major projects, with Circular Economy Statements also required in planning applications¹⁶.

Sector-wide approaches

Across many major sectors, sweeping policies support the transition pathway to net zero and will drive future skills demand. The extent of these policies demonstrates the future wide-reaching demand for 'green skills' across the economy and certainly beyond the clean energy sectors. Examples include:

- A raft of UK energy legislation is driving a lower-carbon energy sector. For example, **The Energy Act 2023**¹⁷ advances carbon capture, hydrogen and grid reform **ECO4**¹⁸ mandates energy suppliers to improve home energy efficiency, and the **Future Homes Standard**¹⁹ aims to decarbonise new homes built from 2025 by improving heating and hot water systems and reducing heat waste. The **Contracts for Difference** (CfD) scheme continues to support renewable investment, stabilising revenue for low-carbon electricity.
- **The PAS2080 carbon management standard** sets new standards for carbon management in building and infrastructure delivery²⁰.
- The UK Government's **Transport Decarbonisation Plan** sets a comprehensive strategy to reduce emissions by advancing public transport, promoting active travel and phasing out fossil fuels²¹.
- In the NHS for example, the **Net Zero Carbon Building Standard** mandates non-fossil fuels in energy strategies for all new projects and upgrades to the health estate over £26m²².
- In the **Water industry**, which has committed to being operationally net zero by 2030²³, new skills will be needed to respond to the Water Industry National Environment Programme²⁴ and sludge-to-land regulations and nature-based solutions, with the EU Green Deal and circular economy strategies influencing.

GOVERNMENT POLICY

PULSE CHECK

(MARCH 2025)

Since the last Green Jobs Foundation report, Labour won the general election with a mandate including several climate and energy pledges²⁵:

- To decarbonise the UK by 2030
- To create 650,000 new clean energy jobs across the country by 2030
- To ensure long-term security and independence in the energy sector
- To upgrade the energy efficiency of five million homes through the Warm Homes Plan

From green jobs to clean energy jobs

In October 2024, there was a notable shift in government language as the previous Green Jobs Delivery Group, the central forum for action on green jobs and skills, was disbanded before they were due to publish a Net Zero and Nature Workforce Action Plan. They are replaced by the new **Office for Clean Energy Jobs**²⁶. It remains to be seen who has overall ownership of the full remit of green jobs – from nature recovery to wider workforce reskilling.

GB Energy

The creation of ‘Great British Energy’ – a publicly owned clean energy company, funded by public money from a windfall tax on big oil and gas firms and headquartered in Aberdeen – is key to delivery across Labour’s energy goals.

Skills

The Autumn budget also saw a welcome focus on skill development policies and addressing the UK’s fractured training landscape (In 2017, the Local Government Association counted twenty employment and skills funding streams, managed by eight departments or agencies, spending more than £10 billion a year²⁷). **Skills England**, a new body, replaces the Institute for Apprenticeships and Technical Education (IfATE) to centralise and streamline skills development, aligning with industry needs and removing obstacles. In a promising signal, Skills England will set out to identify which apprenticeships would be best served by a shorter duration approach, aiding more flexible training pathways²⁸.

In February 2025, the government announced:

- Aberdeen, Cheshire, Lincolnshire and Pembrokeshire as **key clean energy growth regions** – with more funding to identify training support needed.
- An **Energy Skills Passport portal** to help workers in the oil and gas industry transition to the renewables sector²⁹.

TLDR:

Current Government policy has lasered in on the clean energy section of green jobs, supporting transition of skills from ‘sunset’ jobs and is prioritising resources to certain key growth regions.

There’s no clear owner for the full green jobs transition we need to see.

BREAKING POINT BETWEEN POLICY AND IMPLEMENTATION

Whilst net zero targets now cover 90% of the globe³⁰, there's a growing gap between policy and implementation, and greenhouse gas (GHG) emissions continue to rise. We've seen that the green economy presents a huge opportunity (from newly created jobs and increased demand for existing skills) and a necessity to act (to maintain relevance through bolting on green skills and adapt to the changing labour market dynamics). And the strong policy base in the UK is signalling demand to deliver net zero targets across entire regions and sectors – way beyond the energy sector. But the gaping hole in implementation is an actual plan to train the future workforce and equip people with the skills to adapt to an increasingly uncertain future.

Green skills are rising up the agenda – but not fast enough

The UK green skills shortage has received widespread attention, and the spotlight is growing on the looming cliff edge of talent to deliver the low carbon, sustainable transition as older workers begin to retire and demand ramps up.

In 2022, LinkedIn began publishing a Global Green Skills Report to support the transition to a green economy, based on data from its members across the world. In 2024, it issued a stark warning about the growing gap between worker skills and future demands⁷.

In 2024, ahead of UN biodiversity and climate talks at COP16 and COP29, the **Institute for Environmental Management (IEMA)** instigated a campaign to advocate for the integration of green skills and workforce planning into nation action plans³¹.

In early 2025, **Environment Analyst** highlighted the challenge of environmental and sustainability consultancies to appeal to values-driven Gen Z entrants³², when other, higher paying consultancies such as McKinsey or Boston Consulting Group often mirror their positioning as the career choice to deliver a more sustainable planet and society.

And the discussion is often graduate-centric

Growing commentary on green jobs and skills is expertly monitored and shared by commentators, such as The Green Edge – between

December and January alone they covered 17 new 'top reads' relevant to green jobs³³. The green skills crisis is not here for the lack of smart, dedicated people interrogating the challenge and suggesting solutions.

Yet the lens from high profile coverage in LinkedIn, IEMA and Environment Analyst naturally leans towards the university-educated professionals emerging from higher education. The challenge of attracting graduates is really the tip of the iceberg. An educated, highly mobile cohort can largely pick and choose locations and future career pathways – yet research also shows 58% of environmental and sustainability consultants only find out about that sector at university³². What about those who leave formal education much earlier? We explore why certain groups are missing out in the next section.

"To ensure organisations have the talent needed to combat the climate crisis, it's important for businesses to prioritise green upskilling and training initiatives now."

Adam Hawkins, LinkedIn

Eye-opening research by a range of charities has exposed the issues many groups face in understanding and accessing green job opportunities. Thanks to the likes of **Catch 22**³⁴, **Green Alliance**³⁵ and **King's Trust**³⁶, we know a lot more about the attitudes towards green jobs and the barriers for some of these groups now than we did five years ago – and where communication is breaking down or opportunities closing up.

POINTS OF FAILURE: WHO'S CURRENTLY MISSING OUT AND WHY?

Many young people want green jobs but can't break in

Unpaid internships or work experience has offered a traditional pathway, but many are excluded by an inability to afford to take unpaid or low pay green internships, and there are a lack of bridging qualifications to transition in early or mid career. Career switchers face predominantly professional or academic routes which are long and expensive. While apprenticeships are often the focal point for action, training opportunities are limited, with particular shortfalls in apprenticeships in emerging sectors like electric vehicles and renewable technology.

"People keep saying there are so many green jobs out there, but when you try to apply, you keep getting rejections. It's exhausting."

Juhie Radia, Alumni Ambassador at The Engineering Development Trust

People of all ages who don't understand what a green job is

Most young people don't know what net zero means³⁶. Green jobs are still seen as an academic route, despite many roles being well suited to vocational training.

"There is a huge perception gap in how green jobs are seen – young people often think green jobs are all about science or engineering, but we need communicators, educators, and advocates too."

Juhie Radia, Alumni Ambassador at The Engineering Development Trust

But it's not just limited to Gen Z – most people are insufficiently aware of the enormous range of roles, across industries, that can impact climate change⁷.

"We struggle to get electricians and plumbers because they can earn more in industry – engineers doubly so... Employers have to be involved in curriculum development, design and delivery – we need to work together to solve workforce challenges."

Rachel Nicolls, Inspire Education Group

Climate education and careers advice is failing

The Climate Change Committee's report on skills and net zero highlights the importance of school education in the medium and longer term transition. Even in the university sector, many have made commitments to reduce their carbon footprints, but few have fully embedded net zero into their learning provision³⁷.

A WSP and Savanta ComRes survey of 16–23 year olds found that only 22% felt informed about the range of green jobs available to them³⁸.

"When I said I wanted to work in sustainability, my careers advisor said 'I don't know what to do with you'."

Ellie Meredith, apprentice, BizEd Projects CIC and Re-Action

Further Education's colleges are fundamental, but resource-strapped

The importance of Further Education (FE) colleges is difficult to overstate³⁷, but the UK currently has one of the lowest retraining rates in Europe³⁹.

"The labour market is going to shift away from degree-level education, although there will still be a need for professional technical professionals. However, there's going to be a significant volume of individuals required for skilled trade or semi-skilled trade occupations, unlike what we've seen in a long time within the labour market."

Skills lead at major energy provider

A number of our interviewees highlighted issues faced by FE colleges, which don't feature heavily in commentary about green jobs – from difficulty attracting industry professionals to become FE lecturers, the slow adaptation of college curricula, to a crumbling estate without adequate funds to retrofit to meet new skills training needs.

THERE ARE CURRENTLY AN ESTIMATED

987,000

Many talent pools are untapped...

Women are underrepresented

STEM education forms the foundation for many green jobs, so underrepresentation is 'baked in' via education choices, with less young women choosing STEM subjects. Gender bias and a male dominated workplace culture, alongside a lack of flexible working policies, all hinder the ability of women to enter and progress in green jobs. Women account for only 10% of construction apprenticeships⁴⁰.

"Traditional work schedules, like 8:30-4:30, five days a week, limit flexibility. You take one tiny group – women returners – they're less likely to find their way into this workplace."

Workshop participant

Ethnic minorities face perpetual cycles of exclusion

Unconscious bias, discrimination and a lack of role models and networks all perpetuate, reducing access to mentorship and limiting progression opportunities³⁵. Only 7% of the UK's energy sector workforce come from ethnic minorities, despite representing 14% of the general population⁴¹. Ethnic minorities are more likely to be employed in lower-paid, lower-skilled jobs, limiting their transition into high-demand green roles that require advanced qualifications or certifications⁴².

"When we speak to young people from ethnic minority backgrounds, many dismiss the green economy as a 'real' career path – not because they lack ambition, but because they've never seen people like them thriving in these fields. Without visible role models, careers in other sectors remain the default markers of stability and success, while the green sector remains an unseen opportunity."

Saima Rasool, Two Billion Strong

Very few doors for those not in education, employment or training (NEET)

The UK is facing a youth jobs crisis, with 987,000 young people aged 16-24 not in education, employment, or training (NEET) – the highest figure in years⁴³. Economic pressures, rising living costs, and fewer entry-level job opportunities are leaving many locked out of the workforce, just as industries scramble to find skilled workers.

YOUNG PEOPLE

BETWEEN THE AGES OF 16 AND 24

NOT IN EDUCATION, EMPLOYMENT OR TRAINING (NEET).

One of the biggest barriers is a lack of exposure to work itself. This group is struggling to interface with the economy and employers, with a recent study finding that fewer than half of Year 10 students took part in work experience last year⁴⁴. Without hands-on experience, relatable role models or a clear path into the sector, green jobs remain out of sight, out of mind for many young people. Pilots guaranteeing 10 days of work experience for young people, such as in Liverpool City Region, are welcome, reversing the removal of the statutory requirement for schools to deliver work experience in 2012.

For businesses – and 98.9% are small and medium sized businesses (SMEs)⁴⁵ – offering work experience isn't easy. Many want to engage, but lack the financial resources, time or structured support to do so. Unlike apprenticeships, there are no tax incentives, funding schemes or proper social value recognition for offering placements to school-aged students.

The result is a vicious cycle where young people can't get experience and employers can't find talent – partly due to the obscurity between them. Green jobs aren't out of reach because young people lack potential – they lack access.

For more and more people, pay is taking priority

While purpose has always been (and remains) a major attraction to working in a meaningful, impactful green job sector, we've seen a reordering of priorities as the cost of living has risen significantly. Interviewees in our research commonly highlighted the need to avoid relying on purpose alone to attract people to the green jobs workforce. Salary competitiveness and clear career progression is key to retaining talent and attracting people from oil, gas and tech industries, whilst for those facing barriers to employment income stability is the first necessity.

"The idea that people will take a pay cut for a green job is not realistic for most."

Graham Parry, Groundwork

"Engineering talent is at a premium, so we need to make sure that transitioning to a green career is an attractive proposition. Renewable energy companies must offer competitive salaries, or they will lose skilled workers back to fossil fuels."

Vikki Codd, NES Fircroft

"If we don't act urgently and purposefully to this crisis, I worry that it will snowball to no return."

Sam Squire, Inspire 2 Ignite

TLDR:



We need to get real about people's fundamental needs – a clear pathway into a secure job. But people need to learn about green job options and why they matter in school or through local communities and colleges – so we can reach untapped pools of talent and meet demand.

CURRENT GREEN SKILLS PATHWAYS



Very limited
opportunities

Some
pathways

Multiple pathways
developing

We need more entry level opportunities. Most jobs require a minimum level of skills or qualifications. There are nine levels of qualifications in the UK, from Entry Level to Level 8. Qualifications undertaken from non-UK countries may have different levels or equivalence in the UK. See an explanation [here](#)

ENTRY LEVEL				LEVEL 1				LEVEL 2				LEVEL 3			
Available in Level 1-3				Introductory qualifications				Minimum level for most roles				Minimum level for most roles			
Skills for Life / ESOL / Award, Cert or Diploma / Functional skills / Essential skills				GCSE (Grades D-U or 3-U) / O-level (D-G) / L1 functional skills / L1 NVQ / Traineeship				GCSE (Grades A-C or 9-4) / O-level (A-C) / Intermediate Apprenticeship / L2 functional skills / L2 NVQ				A-Levels / Advanced Apprenticeships / T-Levels / L3 National Diploma / L3 functional skills / L3 NVQ			
Very limited qualifications available combine employability with sustainability, environmental conservation and green careers. New to Nature Placements (Groundwork UK) Traineeships (Derbyshire Wildlife Trust)				Very limited qualifications available combine employability with sustainability, environmental conservation and green careers. New to Nature Placements (Groundwork UK) Traineeships (Derbyshire Wildlife Trust)				Small number of qualifications available, e.g. Green Apprenticeships at L2, Green Skills Bootcamps 19+, new GCSE's				Green Apprenticeships at L3, wide availability of energy, technical and nature based routes			
Age 14-19, Adults with no previous quals				Age 14-19, Adults with no previous quals				Age 14-19 Adults with L1 quals				Age 14-19 Adults with L2 quals			
Traineeships / Placements / Volunteering / Manual skilled roles				Nature restoration / Clean Up Crew / Waste Management / Flagger on sites				Plumbing, Construction, Manufacturing Apprentice / Forestry Countryside				Energy Technician roles, installation & fitting / Water Environment / Social Impact Advisor			

ENTRY TO ADVANCED LEVEL ACADEMIC & TECHNICAL QUALIFICATIONS

We took a closer look at the pathways into green jobs. Some 17% of working-age adults do not have a Level 2 or above qualification⁴⁶, and yet 50% of green jobs in the UK regions sit at occupational Level 3 or 4⁴⁷. We can see below that the entry level routes are less mature and established.

"Green jobs can't just be for those who can afford the right qualifications. If we don't make them accessible, we risk excluding the very people we need to drive this transition."

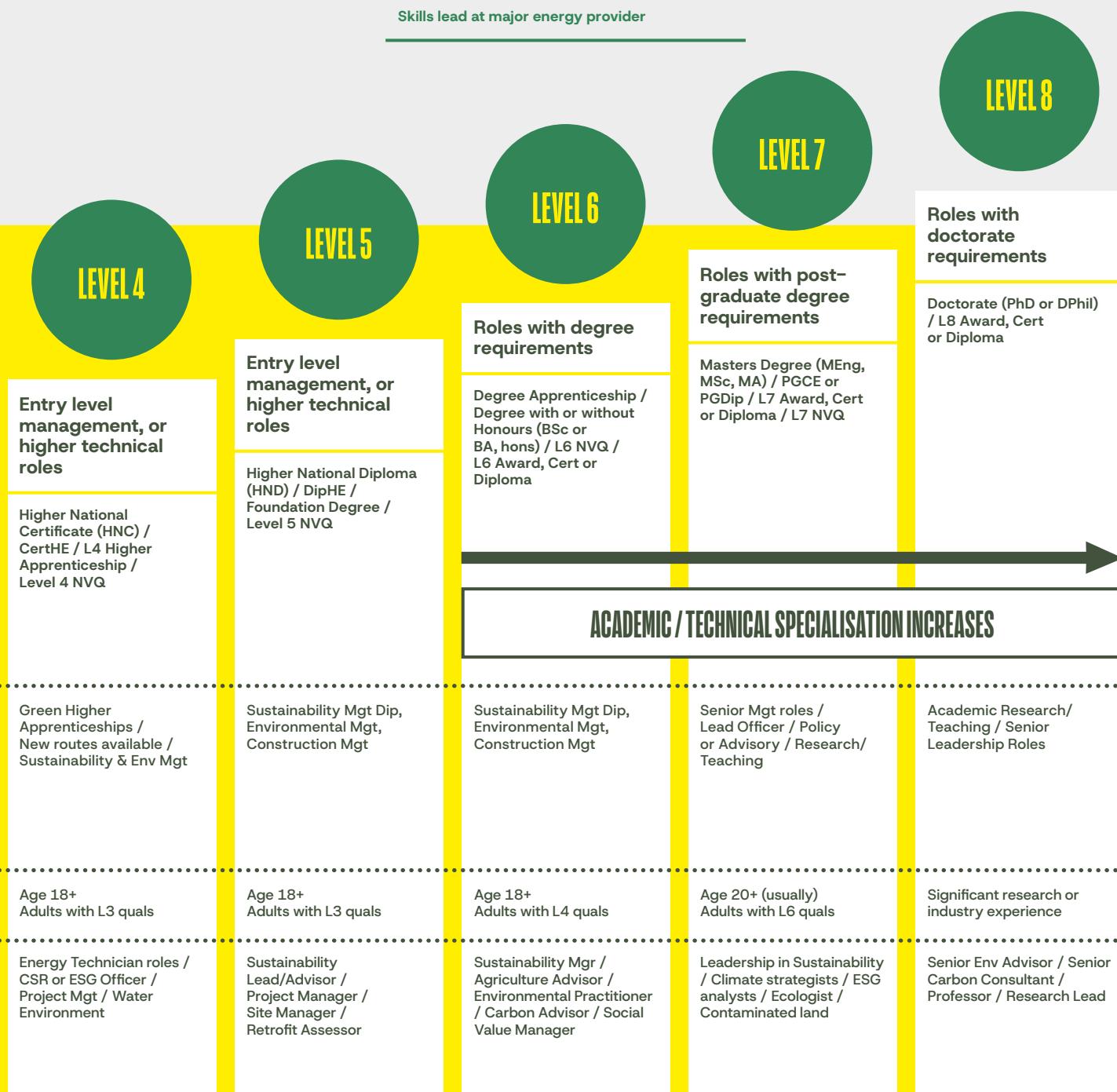
Workshop participant

"If we show clear growth pathways, people will see green jobs as careers, not just short-term roles."

Skills lead at major energy provider

TLDR:

There's a major gap when it comes to early entrance points to the green jobs market. This fits with the perception of green jobs we need to dispel – that they are academic, professional routes and only available if you've focused on STEM topics.



HIGHER LEVEL ACADEMIC & TECHNICAL QUALIFICATIONS

SO, WHAT

OTHER PATHWAYS

ARE TRYING TO FILL THIS GAP?

Pathway	What	Skill/Training Courses	Who for	Limitations
Apprenticeships	200 apprenticeships updated to support green skills. Six green apprenticeships launched in 2023.	Countryside Worker (Level 2)	Individuals over 16, not in full-time education, seeking skills and qualifications through paid work and study.	Competitive applications (3:1 ratio); 33% decline in apprenticeships from 2015 to 2023 ⁴⁹ ; Inflexible training may not meet employer needs.
		Forest Craftsperson (Level 3)		
		Low Carbon Heating Technician (Level 3)		
		Installation and Maintenance Electrician (Level 3)		
		Sustainability Business Specialist (Level 7)		
		Corporate Responsibility and Sustainability Practitioner (Level 4)		
Skills Bootcamps	Government-funded, flexible training programmes designed to help individuals gain in-demand skills in green industries within 16 weeks.	Electric Vehicle (EV) Charging Installation	Open to anyone over 19, including employed, self-employed, unemployed, and career changers. Employers can also use these to upskill staff.	Regional availability varies; Employer engagement required, limiting flexibility; Job placement not guaranteed.
		Renewable Energy Technologies (e.g., wind turbines)		
		Sustainable Construction Techniques – Energy Efficiency and Retrofit Skills		

Pathway	What	Skill/Training Courses	Who for	Limitations
Groundwork Green Jobs Pathway	Government supported employment and training programme designed to help underrepresented individuals access green jobs.	Nature-based roles (conservation, tree planting, habitat restoration)	Primarily targets young people, long-term unemployed, and those facing employment barriers; also open to career changers.	Limited scalability due to inconsistent funding; Short-term placements may not lead to permanent jobs; Lower initial salaries may deter experienced professionals.
		Sustainable construction and landscaping		
		Environmental education and community engagement		
		Energy efficiency and home retrofitting		
EY & Microsoft Green Skills Passport	Free, online educational program providing sustainability and green economy skills through a self-paced, 10-hour virtual course.	Sustainability and Green Economy Skills	Individuals aged 16 and over, including students, job seekers, career changers, and underserved communities.	Requires reliable internet access;
		Entrepreneurship and Employment Skills		Self-discipline needed for self-paced learning;
		Self-paced 10-hour virtual learning		No direct job placement upon completion.
City & Guilds Green Skills and Sustainability	Comprehensive qualifications and training programmes supporting sustainability, renewable energy, and green technology sectors.	Automotive Maintenance and Repair	Individuals seeking entry or advancement in the green sector, including school leavers, professionals, and employees tasked with sustainability projects.	Some courses have limited regional availability; Advanced programmes may require prior experience; Funding availability varies by location.
		Electric and Hybrid Vehicles (Levels 1-4)		
		Small Solar Photovoltaic Systems (Level 3)		
		Small Electrical Energy Storage Systems (Level 3)		
		Insulation and Building Treatment (Levels 2 & 3) – Sustainability and the Green Environment (Level 2)		
Green Careers Hub	Online platform offering information and opportunities related to green skills, jobs, and careers, aiming to make all jobs greener.	No formal courses – provides information, job listings, and industry insights.	Individuals from any sector or background interested in understanding their role in greening the economy.	Primarily an informational resource; Does not provide direct training or job placement services.

Pathway	What	Skill/Training Courses	Who for	Limitations
Stay Nimble Green Jobs Launchpad	(Programme has closed) Previously offered a free, grant-funded program providing career coaching and learning resources to explore green economy jobs.	No formal courses – provided career coaching and learning resources before closure.	Residents of Kingston, Richmond, Merton, Sutton, or Croydon, aged 18–65, receiving certain benefits, and able to commit 6 hours per week.	Programme is no longer active; Limited to specific London boroughs; Required participants to be on specific benefits.
Net Zero Careers Accelerator	Inclusive employment programme connecting London residents to net zero job opportunities, offering personalized support and training.	Personalised training and skills matching for net zero jobs Industry-specific upskilling for London residents	Job seekers and those looking to upskill in London and the South East interested in net zero industries.	Geographically limited to London and the South East; Dependent on partnerships with local employers and training providers.
King's Trust Achieve Programme	Flexible personal development programme designed to support students aged 11–19 (up to 25 with SEN statement or EHCP) who may need additional assistance to succeed in education.	Modules on Sustainability and Environmental Awareness Career Planning Money Management Personal and Social Development	Students aged 11–19 (up to 25 with SEN statement or EHCP) needing additional support to succeed in education.	Primarily delivered through educational institutions; Requires commitment from schools and educators to implement the programme effectively.

TLDR:



It's mostly charities or social enterprises that are filling the gap to provide opportunities... Whether a green job is for you right now often depends on where you live.

Patchwork of options with location barriers

From the patchwork of pathways we can see clear regional disparities running through the options.

Entry-level green jobs are often concentrated in urban areas, meaning fewer opportunities and higher relocation costs for rural applicants. Many of the example pathways we found above are concentrated in London and the South East. However, regions with the greatest labour market challenges contain much of the land suitable for habitat restoration³⁵, and skills development needs to be part of the government's conversations on a new approach to land use⁴⁹ – with many clean energy jobs concentrated in areas with a strong industrial heritage, developing nature recovery career pathways and avoiding widespread rural 'coldspots' is a crucial component in a just green job transition.

"If you're located in certain parts of the country with industries that are more advanced in green tech, you're at an advantage."

Rachel Nicholls, CEO, Inspire Education Group

Charities and social enterprises are partially filling the gap

Charities and social enterprises are stepping in where traditional skills pathways fall short, ensuring green job opportunities remain open to those who need them most. Out of the nine example pathways explored on p22-24, five are led by social enterprises or charities, demonstrating their critical role in bridging the gap between industry needs and workforce development.

These organisations engage communities often overlooked by mainstream employment schemes. They build trust and connections in ways businesses or colleges often cannot.

The Procurement Act 2023, which took effect in February 2025, presents a major opportunity for the voluntary, community, and social enterprise (VCSE) sector. The shift from "best value" to "most advantageous tender" (MEAT to MAT) means contracts must now consider social value alongside cost, creating potential for new funding routes for community-led green skills programmes⁵¹.

To fully unlock this potential, charities and social enterprises must be recognised as core partners in the green skills conversation – not just as delivery mechanisms, but as innovators shaping a more inclusive green economy.

"I firmly believe that a green job is any role that actively contributes to fostering a more harmonious and sustainable environment. This includes positions in health and well-being, carbon reduction and biodiversity – spanning across business, civic and voluntary sectors."

Donna Stimson, Green Skills Library

"A lot of my role is saying, well, have you dealt with this homeless charity here because they've got men's clubs? Could you host something at the hubs where they do a lunch there every week so that you can start engaging?"

Skills lead at major energy company

EIGHT SEEDS FOR RADICAL CHANGE

1.

Shift the language: from 'green jobs' to 'green pathways'

The term 'green jobs' is a great conversation starter – but it needs clear, structured pathways underneath it. If we're in a race for talent, we need to engage people of all ages with language they understand. That means unambiguous, relatable communications that connect skills to real, secure, well-paid jobs.

"There is a need for greater clarity and common understanding around what constitutes a 'green job' to help focus skills development efforts."

Rachel Nicholls, Inspire Education Group

This isn't just about clean energy roles – it's construction, logistics, digital, finance, nature and more. The skill itself isn't always green, it's the purpose that makes it green.

2.

Recognise influencers and the contagion effect

Fixing careers education – starting young

Careers education in schools is struggling to prepare young people for the jobs of the future. Careers advice is often outdated, and we need to start much earlier – embedding green pathways into primary education where curiosity and connection to the natural world is ripest. And we need to fill the space where misinformation and conspiracy are desperate to take root. Scaling up community-based climate education, such as Climate Fresk, and funding carbon literacy training to reach people who have missed out on formal or work-based climate education. New government thinking on integrating careers education into job centres⁵² is an interesting approach, but it has to be much more than a rebranding exercise for the job centre.

Engaging parents & carers

Most parents started their careers in a completely different economic world. Some are working in industries that are already greening. We need multi-generational conversations, recognising the emotions and pride involved.

If you're a family-owned gas engineer, how do you prepare your children for a future where heat pump technology jobs will be more plentiful?

Find new role models

We need more Big Mannys. Big Manny, a former school science technician, started posting relatable, engaging science content during lockdown and now has a 2.9 million-strong following on TikTok. The national curriculum should be making better use of these role models, and accessible-short form content.

"The scientists that I was taught about, none of them looked like me."

Big Manny, TikTok Education
Creator of the Year 2024

“We need to meet market and community needs, rather than the current supply-led system. Participation and co-design needs to be an ongoing thing, not just driven by funding cycles.”

Alex Hughes, Green Jobs Foundation

WHAT DOES ACTION LOOK LIKE?



– Charities and employment hubs are already supporting people into work; stronger links between them and colleges can expand access to green skills pathways.

“Businesses need to be viewed as co-creators and co-investors, not just customers, in the skills system to handle rapid industrial transitions effectively. A proactive approach, quicker knowledge sharing, and early input to technical courses before deployment are essential.”

Vicki Ayton, BizEd Projects CIC

3.

Bring the system together – amplify those on the frontline

Invest in the ‘Beyond Profit’ Sector

The social ‘sidecar’ to investment – charities, social enterprises, and community groups – is bridging the gap between employers and future talent. These organisations have belief in young people – that they are not ‘hard to reach’ – they are under-served. They need an intervention, and we need to invest in the people that these groups trust.

The system isn’t built to engage them, yet they are best placed to connect people to the green workforce.

Charities already deliver work readiness training, remove barriers and engage diverse communities. We need mission-backed funding to accelerate pathways for economically inactive people and support reskilling in the existing workforce.

4.

Align business and Further Education – from supplier to partner

FE colleges are key to building the green workforce, but they can’t do it alone. Employers, colleges and communities must work together to ensure skills investment delivers local impact, social mobility and workforce resilience.

Right now, businesses are eager to hire for green roles, but colleges face funding challenges, staffing shortages and slow qualification development. Stronger collaboration and co-investment can help bridge this gap and create a more inclusive, future-ready workforce, for example:

- Businesses can co-invest in training hubs, co-develop courses, and release staff to teach, ensuring training aligns with industry needs.
- Redirecting apprenticeship levy underspend and linking procurement rules to skills investment can ensure green training benefits local economies.

5.

Make learning accessible – micro-learning, flexible pathways & radical change

The market often defaults to Bootcamps and e-learning – but the truth is, most people don’t have the time or money to take even ten days off to retrain. The volume of online content can also be completely overwhelming. And if you’re in a ‘cold spot’ – with no green transition industry on your doorstep – your options are often few and far between.

Smash the barriers to learning

Blended learning – integrate learning into work, not separate it.

High street learning spaces – Berlin has a law where if a unit is empty for 3 months, it must be given to artists. Could we do the same for learning? Gift free infrastructure to kickstart non-accredited, digital-badged training.

Micro-learning modules – bolt-on, stackable courses for fast, industry-recognised qualifications, particularly for semi-skilled trade roles.

“Employers can’t just be receivers of skills. FE simply can’t do it alone. Employers have got to be participants in that arena – offer more work placements, provide industry visits, help prepare students for employment, offer more apprenticeships, invest in training and development for their current workforce.”

Rachel Nicholls, Inspire Education Group

6.

Employer-led investment – what works?

Businesses are already investing in green skills – because they have no choice. The talent pipeline isn’t keeping pace with demand, so forward-thinking companies are building their own solutions.

EDF’s multi-million-pound investment in nuclear skills training with Further Education colleges ensures a direct pipeline of skilled apprentices. Shell’s Energy Transition Hubs in Aberdeen, Fife, and Pembrokeshire are far from a CSR initiative – they’re a strategic move to secure the workforce needed for the energy transition.

These models work, but they remain fairly isolated pockets of innovation. If we want to bridge the green skills gap at scale, we need more businesses to redirect unused Apprenticeship Levy funds, co-invest in training hubs, and share best practices.

The companies that act now won’t just fill skills shortages – they’ll shape the future workforce on their terms. Whether this is right or equitable aside, the opportunity is there – who’s next?

7.

Flip the model – fund people, not just tech

We really need the skills system to catch up, but businesses need workers today. Whilst we wait for the systems to adapt and clear ownership to emerge, we have to fund radical solutions now that cut through the barriers – business should hire now and partner with social inclusion organisations to support skills development from within.

We need to stop treating green skills as a recruitment problem – we need to pay people to work, and fund the people who prepare them. Redirect funding to social inclusion organisations – they already know how to get people into work.

8.

Taking ideas to action

We’ve worked with people who care deeply about the social justice issue of a widening gap, while businesses tell us they fear a lack of skilled workers.

Countless reports end with recommendations – where do they go? Who funds them? Who makes them happen?

Imagine if we adopted, costed, and funded the recommendations already out there?

If we can bridge industry demand, research, and social impact organisations, we can remove many of the barriers to a genuinely inclusive green skills system.

Accelerate new pathways for the millions of economically inactive people. Support our existing workforce through reskilling. And truly unlock the green transition. Green jobs could then become more than a recruitment pathway, but a social capital escalator.

THE ROLE OF THE GREEN JOBS FOUNDATION

We're not here to add more research to the pile. There are already enough think tanks (and we need them, because this is complex). We're here to be the bridge between research and action – a Do Tank that connects:

IF WE TAKE WHAT'S WORKING,
**FUND THE DO-ERS,
AND BRIDGE THE GAPS,**
WE'LL STOP JUST TALKING ABOUT AN INCLUSIVE GREEN ECONOMY.
WE'LL BUILD IT.

We see our role as a safe space to bring fragmented conversations together – apolitical, jargon-free, action-focused.

And as we fast approach 1 million young people not in education, employment and training (NEET), we believe this is a crisis demanding bold, brave action. At the same time, the UK faces 818,000 job vacancies⁵², green skills are in urgent demand and the country is currently off track for net zero.

With extreme weather events rising, the gap is clear – now is the time to act.

The ideas and solutions are out there – but they need funding, collaboration and to be scaled rapidly.

This report lays the foundation for our next steps. But more importantly, it's a launchpad for action.

Workers, businesses, and social impact organisations

The policy landscape to real-world impact

Young people to the skills and resilience they need in a changing world

The people already making change – on a shoestring budget – to the funding they need

References

1. ONS (2024). *Experimental estimates of green jobs, UK*. [Link](#) [Accessed 15 Oct 2024].
2. Climate Change Committee (2024). *UK off track for net zero, say climate advisors*. [Link](#) [Accessed 11 Oct 2024].
3. ONS (2024). *The challenges of defining a green job*. [Link](#) [Accessed 15 Oct 2024].
4. International Labour Organization (2016). *What is a green job?* [Link](#) [Accessed 15 March 2024].
5. LSE and Grantham Research Institute on Climate Change and the Environment (2021). *Are 'green' jobs good jobs? How lessons from the experience to-date can inform labour market transitions of the future*. [Link](#) [Accessed 13 Mar 2025].
6. Warwick Institute for Employment Research (2023). *New research on green and hydrogen jobs in the Midlands*. [Link](#) [Accessed 22 Jan 2025].
7. LinkedIn Economic Graph (2024). *Global Green Skills Report 2024*. [Link](#) [Accessed 10 Oct 2024].
8. Murray McIntosh (2024). *Water Industry Labour Report 2024*. [Link](#) [Accessed 13 Mar 2025].
9. UK Government (2019). *The Climate Change Act 2008 (2050 Target Amendment) Order 2019*. [Link](#) [Accessed 10 Oct 2024].
10. UK Government (2023). *Powering Up Britain: Net Zero Growth Plan*. [Link](#) [Accessed 10 Oct 2024].
11. Science Based Targets initiative (n.d.). *Net zero*. [Link](#) [Accessed 13 Mar 2025].
12. UK Government (2021). *World-leading Environment Act becomes law*. [Link](#) [Accessed 10 Oct 2024].
13. UK Government (n.d.). *Biodiversity net gain*. [Link](#) [Accessed 13 Mar 2025].
14. Welsh Government (2023). *Review of the Eco-Schools environmental education programme in Wales (2018–2022)* [Link](#) [10 Oct 2024].
15. Energy & Climate Intelligence Unit (2025). *The future is green: The economic opportunities brought by the UK's net zero economy*. [Link](#) [Accessed 24 Feb 2025].
16. Greater London Authority (n.d.). *Whole Life–Cycle Carbon Assessments Guidance*. [Link](#) [Accessed 10 Oct 2024].
17. UK Government (2023). *Energy Act 2023*. [Link](#) [Accessed 6 Mar 2025].
18. UK Government (2022). *Energy Company Obligation (ECO4) Order 2022*. [Link](#) [Accessed 6 Mar 2025].
19. UK Government (2021). *The Future Homes Standard: changes to Part L and Part F of the Building Regulations for new dwellings*. [Link](#) [Accessed 13 Mar 2025].
20. British Standards Institution (2023). *PAS 2080: Carbon Management in Buildings and Infrastructure* [Link](#) [Accessed 21 Nov 2024].
21. UK Government (2021). *Transport Decarbonisation Plan*. [Link](#) [Accessed 21 Nov 2025].
22. NHS England (2023). *NHS Net Zero Building Standard*. [Link](#) [Accessed 21 Nov 2024].
23. Water UK (2023). *Net Zero 2030 Routemap Summary*. [Link](#) [Accessed 13 Mar 2025].
24. UK Government (n.d.). *Water Industry National Environment Programme (WINEP) Methodology*. [Link](#) [Accessed 13 Jan 2025].
25. Labour Party (n.d.). *Make Britain a Clean Energy Superpower*. [Link](#) [Accessed 13 Mar 2025].
26. UK Government (n.d.). *Green Jobs Delivery Group*. [Link](#) [Accessed 29 Oct 2024].
27. Local Government Association (2017). *Work Local: Our vision for an integrated and devolved employment and skills service*. [Link](#) [Accessed 13 Oct 2025].
28. UK Government (2024). *10,000 more apprentices as government slashes red tape to boost growth*. [Link](#) [Accessed 11 Feb 2025].
29. UK Government (2025) *Support for workers to benefit from thousands of clean power jobs*. [Link](#) [Accessed 13 Feb 2025].
30. University of Oxford (2024) *Climate Policy Monitor reveals net zero regulations surge globally, but implementation lags*. [Link](#) [Accessed 12 Oct 2024].
31. Institute of Environmental Management & Assessment (n.d.). *Green Skills at COP*. [Link](#) [Accessed 13 Oct 2024].
32. Environment Analyst (2025) *ES consultants need a new resolution to attract Gen Zs*. [Link](#) [Accessed 25 Feb 2025].
33. Green Edge (n.d.). *Green Edge Substack*. [Link](#) [Accessed 05 Dec 2024].
34. Catch-22 (2022) *Green jobs: Ensuring a greener, fairer future for all*. [Link](#) [Accessed 15 Nov 2024].
35. Green Alliance (2024) *Green Shoots*. [Link](#) [Accessed 15 Nov 2024].
36. King's Trust and Public First (2023) *Generation Green Jobs Report*. [Link](#) [Accessed 15 Nov 2024].
37. Climate Change Committee (2023) *Skills and Net Zero: Expert Advisory Group*. [Link](#) [Accessed 15 Nov 2024].
38. WSP and Savanta (2022) *Green jobs for a green future*. [Link](#) [Accessed 02 Nov 2024].
39. Financial Times (2024) *The UK skills crisis holding back growth*. [Link](#) [Accessed 20 Nov 2024].
40. Learning and Work Institute (2024) *Responding to the latest apprenticeships data release*. [Link](#) [Accessed 15 Nov 2024].
41. Energy & Utility Skills (n.d.) *The sector's inclusion commitment*. [Link](#) [Accessed 13 Mar 2025].
42. Understanding Society (2024) *Ethnic minorities experience lower job quality*. [Link](#) [Accessed 13 Mar 2025].
43. Office for National Statistics (2024) *Young people not in education, employment or training (NEET)*. [Link](#) [Accessed 10 Mar 2025].
44. The Key Group (2024) *Less than half of all GCSE pupils do work experience*. [Link](#) [Accessed 3 Mar 2025].
45. Federation of Small Businesses (2024) *UK small business statistics*. [Link](#) [Accessed 3 Mar 2025].
46. UK Government (2024) *Get Britain Working White Paper*. [Link](#) [Accessed 13 Mar 2025].
47. PwC (2023) *Green Jobs Barometer 2023*. [Link](#) [Accessed 28 Oct 2025].
48. Financial Times (2024) *The UK skills crisis holding back growth*. [Link](#) [Accessed 20 Nov 2024].
49. UK Government (2024) *Government launches national conversation on land use*. [Link](#) [Accessed 12 Feb 2025].
50. UK Government (2023) *The Procurement Act 2023: A short guide for suppliers*. [Link](#) [Accessed 27 Feb 2025].
51. Crown Commercial Service (n.d.) *What is social value?* [Link](#) [Accessed 3 Mar 2025].
52. Office for National Statistics (2025) *Young people not in education, employment or training (NEET), February 2025*. [Link](#) [Accessed 3 Mar 2025].
53. BBC News (2024) *Youth to get 'guaranteed' training in jobs overhaul* [Link](#) [Accessed 8 Mar 2025].

Thank you to the sponsors of the Green Jobs Foundation

PageGroup

This report was produced by BizEd Projects CIC for the Green Jobs Foundation.

Research
Vicki Ayton

Author
Sarah Stone

Design
Honest Studio

We are grateful for the input, insights and advice from contributors, listed below.

Acknowledgements

Founder of Green Jobs Foundation,
Joanna Bonnett

Blue Earth Summit, **Will Hayler**

Carbon Coyote, **Lee Candler**

Eduardo Montemayor

Energise, **Nadine Bowles–Newark**

Green Jobs Foundation,
Jeremy Tatham

Green Jobs Foundation, **Tim Clark**

Green Skills Library,
Donna Stimson and Charlie Davey

Groundwork, **Graham Parry**

Inspire Education Group,
Rachel Nicholls

Inspire 2 Ignite, **Sam Squire**

Jack Strachan

Lauren Dark

LinkedIn, **Adam Hawkins**

Mick George Group,
Michael Moriarty

NES Fircroft, **Vicki Codd**

PageGroup, **Madeleine Karn**

Stay Nimble, **Dominic Atkinson**

Sustainable Ventures, **Emily Barrett**

The Engineering Trust, **Juhie Radia**

Two Billion Strong, **Saima Rasool**

info@greenjobsfoundation.org

**IF WE TAKE
WHAT'S WORKING
FUND THE
DO-ERS AND
BRIDGE THE
GAPS.**

WE'LL STOP JUST TALKING ABOUT AN INCLUSIVE GREEN ECONOMY.

**WE'LL
BUILD IT.**

**IT'S
TIME
TO ENSURE
THE ANSWER IS
YES!**



**GREEN JOBS
FOUNDATION**